

### Claims

1-17. (Canceled)

18. (Currently Amended) A method for finding a plurality of job candidates suitable for a position, the job candidates resembling a single particular employee having desired characteristics who previously performed well in the position, the method comprising:

via at least one ontology-based extractor and at least one ontology-independent extractor, conceptualizing job candidate data for a plurality of job candidates to generate conceptualized job candidate data, wherein the conceptualized job candidate data comprises, for each job candidate, a set of concept scores defining a respective point in an  $n$ -dimensional concept space, the concept scores including concept scores for at least one job title, and at least one job skill for the job candidate, whereby the job candidates are represented by job candidate points in the  $n$ -dimensional concept space;

generating desired job candidate criteria via extraction of concepts from job candidate data for the single particular employee having desired characteristics who previously performed well in the position, wherein the job candidate data for the single particular employee who previously performed well in the position comprises a resume of the single particular employee having desired characteristics who previously performed well in the position;

receiving the desired job candidate criteria, wherein the desired job candidate criteria comprises a desired job candidate criteria point in the  $n$ -dimensional concept space;

finding  $m$  job candidate points closest to the desired job candidate criteria point in the  $n$ -dimensional concept space; and

in a graphical user interface, indicating job candidates associated with the  $m$  job candidate points as job candidates matching the desired job candidate criteria, whereby job candidates suitable for the position resembling the single particular employee who previously performed well in the position are indicated.

19-66. (Canceled)

67. (Currently Amended) A computer-implemented method of finding a job candidate suitable to fill a position via finding a job candidate for the position, the job candidate resembling a single particular employee having desired characteristics who previously performed well in the position, the method comprising:

generating desired job candidate characteristics via extraction of concepts from job candidate data for the single particular employee having characteristics desired to fill who previously performed well in the position, wherein the job candidate data comprises a resume of the single particular employee having desired characteristics who previously performed well in the position;

matching the desired job candidate characteristics to a set of a plurality of job candidates for the position via an  $n$ -dimensional concept space, wherein the generating and the matching steps are performed by a computer system; and

providing results indicating a plurality of job candidates for the position matching the desired job candidate characteristics extracted from the job candidate data for the single particular employee having characteristics desired to fill who previously performed well in the position.

68. (Currently Amended) The method of claim 67 wherein the plurality of job candidates for the position are represented by a plurality of job candidate representations in the  $n$ -dimensional concept space;

the desired job candidate characteristics are represented by a point in the  $n$ -dimensional concept space; and

the matching is performed via a distance function to find the  $m$  job candidate representations closest to the point in the  $n$ -dimensional concept space.

69-72. (Canceled)

73. (Previously Presented) The method of claim 18 wherein the job candidate data for the job candidate comprises assessment results of the job candidate.

74. (Currently Amended) The method of claim 18 wherein the extraction of concepts is performed based on detecting a synonym for a concept in the job candidate data for the single particular employee having desired characteristics who previously performed well in the position.

75. (Previously Presented) The method of claim 18 wherein the concept scores are based at least in part on a level of experience for at least one associated concept.

76. (Previously Presented) The method of claim 18 wherein the concept scores are increased based at least in part on reputation of an organization at which an associated concept was applied according to the job candidate data.

77. (Currently Amended) At least one computer-readable storage medium having stored thereon computer executable instructions, which instructions when executed by a computer system cause to be performed a method of finding a plurality of job candidates suitable for a position, the job candidates resembling a single particular employee having desired characteristics who previously performed well in the position, the method comprising:

via at least one ontology-based extractor and at least one ontology-independent extractor, conceptualizing job candidate data for a plurality of job candidates to generate conceptualized job candidate data, wherein the conceptualized job candidate data comprises, for each job candidate, a set of concept scores defining a respective point in an  $n$ -dimensional concept space, the concept scores including concept scores for at least one job title, and at least one job skill for the job candidate, whereby the job candidates are represented by job candidate points in the  $n$ -dimensional concept space;

generating desired job candidate criteria via extraction of concepts from job candidate data for the single particular employee having desired characteristics who previously performed well in the position, wherein the job candidate data for the single particular employee who previously performed well in the position comprises a resume of the single particular employee having desired characteristics who previously performed well in the position;

receiving the desired job candidate criteria, wherein the desired job candidate criteria comprises a desired job candidate criteria point in the  $n$ -dimensional concept space;

finding  $m$  job candidate points closest to the job candidate criteria point in the  $n$ -dimensional concept space; and

in a graphical user interface, indicating job candidates associated with the  $m$  job candidate points as job candidates matching the desired job candidate criteria, whereby job candidates suitable for the position resembling the single particular employee who previously performed well in the position are indicated.

78. (Previously Presented) The at least one computer-readable storage medium of claim 77, wherein the job candidate data for the job candidate comprises a resume of the job candidate.

79. (Previously Presented) The at least one computer-readable storage medium of claim 77, wherein the job candidate data for the job candidate comprises assessment results of the job candidate.

80. (Currently Amended) The at least one computer-readable storage medium of claim 77, wherein the extraction of concepts is performed based on detecting a synonym for a concept in the job candidate data for the single particular employee ~~having desired characteristics who previously performed well in the position~~.

81. (Previously Presented) The at least one computer-readable storage medium of claim 77, wherein the concept scores are based at least in part on a level of experience for at least one associated concept.

82. (Previously Presented) The at least one computer-readable storage medium of claim 77, wherein the concept scores are increased based at least in part on reputation of an organization at which an associated concept was applied according to the job candidate data.

83. (Currently Amended) A system for finding a plurality of job candidates suitable for a position, the job candidates resembling a single particular employee ~~having desired characteristics who previously performed well in the position~~, the system comprising:

memory for storing computer executable instructions; and

at least one processor operable in conjunction with the instructions stored in the memory for finding the plurality of job candidates suitable for the position resembling the single particular employee ~~having desired characteristics who previously performed well in the position~~ by performing the following:

via at least one ontology-based extractor and at least one ontology-independent extractor, conceptualizing job candidate data for a plurality of job candidates to generate conceptualized job candidate data, wherein the conceptualized job candidate data comprises, for each job candidate, a set of concept scores defining a respective point in an  $n$ -dimensional concept space, the concept scores including concept scores for at least one job title, and at least one job skill for the job candidate, whereby the job candidates are represented by job candidate points in the  $n$ -dimensional concept space;

generating desired job candidate criteria via extraction of concepts from job candidate data for the single particular employee ~~having desired characteristics who previously performed well in the position~~, wherein the job candidate data for the single particular employee who previously performed well in the position comprises a resume of the single particular employee ~~having desired characteristics who previously performed well in the position~~;

receiving the desired job candidate criteria, wherein the desired job candidate criteria comprises a desired job candidate criteria point in the  $n$ -dimensional concept space;

finding  $m$  job candidate points closest to the job candidate criteria point in the  $n$ -dimensional concept space; and

in a graphical user interface, indicating job candidates associated with the  $m$  job candidate points as job candidates matching the desired job candidate criteria, whereby job candidates suitable for the position resembling the single particular employee who previously performed well in the position are indicated.

84. (Previously Presented) The system of claim 83 wherein the job candidate data for the job candidate comprises a resume of the job candidate.

85. (Previously Presented) The system of claim 83 wherein the job candidate data for the candidate comprises assessment results of the job candidate.

86. (Currently Amended) The system of claim 83 wherein the extraction of concepts is performed based on detecting a synonym for a concept in the job candidate data for the single particular employee ~~having desired characteristics who previously performed well in the position.~~

87. (Previously Presented) The system of claim 83 wherein the concept scores are based at least in part on a level of experience for at least one associated concept.

88. (Previously Presented) The system of claim 83 wherein the concept scores are increased based at least in part on reputation of an organization at which an associated concept was applied according to the job candidate data.

89. (Previously Presented) The method of claim 18 wherein the job candidate data for the job candidate comprises a resume of the job candidate.

90. (New) A computer-implemented method of finding a job candidate suitable to fill a position via finding job candidates for the position who resemble a single particular employee having desired characteristics and who previously performed well in the position, the method comprising:

generating desired job candidate characteristics via extraction of concepts from job candidate data for the single particular employee having characteristics and who previously performed well in the position, wherein the job candidate data comprises a resume of the single particular employee having desired characteristics and who previously performed well in the position, wherein generating desired job candidate characteristics comprises submitting the job candidate data to plurality of cloners configured to select concepts, wherein the cloners comprise a role cloner, a skill cloner, a company cloner, an industry cloner, and an education cloner;

matching the desired job candidate characteristics to a set of a plurality of job candidates for the position via an *n*-dimensional concept space, wherein the generating and the matching are performed by a computer system; and

providing results indicating a plurality of job candidates for the position matching the desired job candidate characteristics extracted from the job candidate data for the single particular employee having desired characteristics and who previously performed well in the position.

91. (New) One or more computer-readable storage media comprising computer-executable instructions causing a computer to perform a computer-implemented method of finding a job candidate suitable to fill a position via finding a job candidate for the position who resembles a single particular employee having desired characteristics and who previously performed well in the position, the method comprising:

generating desired job candidate characteristics via extraction of concepts from job candidate data for the single particular employee having characteristics and who previously performed well in the position, wherein the job candidate data comprises a resume of the single particular employee having desired characteristics and who previously performed well in the position, wherein generating desired job candidate characteristics comprises submitting the job candidate data to plurality of cloners configured to select concepts, wherein the cloners comprise a role cloner, a skill cloner, a company cloner, an industry cloner, and an education cloner;

matching the desired job candidate characteristics to a set of a plurality of job candidates for the position via an  $n$ -dimensional concept space, wherein the generating and the matching are performed by a computer system; and

providing results indicating a plurality of job candidates for the position matching the desired job candidate characteristics extracted from the job candidate data for the single particular employee having desired characteristics and who previously performed well in the position.